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## ARTICLE I

### IMPASSE PROCEDURE

The Board and Association upon reaching impasse on any negotiable item will use the Impasse Procedure as established by the Public Employment Relations Act of Chapter 20 of the Code of Iowa.

## ARTICLE II

### PREAMBLE

The Board of Directors of the Southern Cal Community School District, hereinafter referred to as the "Board", and the Southern Cal Education Association, hereinafter referred to as the "Association", recognize that the aim of the public schools is to provide a quality education program for children and youth of the school district. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the District, the parents of students, and the community at large.

Whereas the parties have reached certain understandings which they desire to confirm in this Agreement, it is agreed as follows:

### ARTICLE III

#### RECOGNITION

The Board hereby recognizes the Southern Cal Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB Certification instrument (Case Number 135) issued by the PERB on the 19th day of May, 1975. The unit described in the above certification is as follows:

Included:

Non-supervisory Professional Employees

- A. Classroom teacher
- B. Guidance Counselor
- C. Librarian
- D. Title One (Remedial Reading and Remedial Math teachers)
- E. Special Education Teacher
- F. Nurse

Excluded:

Superintendent, Principal, substitute teachers, and all non-professional employees and all other persons excluded by Section 4 of the act.

Definitions:

1. The term "Board", as used in the Agreement, shall mean the Board of Education of the Southern Cal Community School District or its duly authorized representatives.
2. The term "Employee", as used in this Agreement, shall mean all Professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association", as used in this Agreement, shall mean the Southern Cal Education Association or its duly authorized representatives or agents.

## ARTICLE IV

### GRIEVANCE PROCEDURE

Section 1. A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of the Agreement except for those specific provisions which have been excluded from the grievance procedure.

- Section 2.
- (a) Every employee of the bargaining unit covered by this Agreement or the Association shall have the right to present grievances in accordance with these procedures.
  - (b) The failure of an employee of the bargaining unit (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
  - (c) It is agreed that any investigation or other handling or processing of any grievance by the grievant shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grievant or of the teaching staff.
  - (d) Any employee shall be free to adjust individual complaints without Association representation, but not without Association knowledge, if he/she so desires.

- Section 3.
- (a) First Step.  
An attempt shall be made to resolve any grievance in informal verbal discussion between complainant and his/her principal.
  - (b) Second Step.  
If the grievance cannot be resolved informally, the grievant shall file the grievance in writing, and at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of this Agreement which are under question, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within (10) work days from the date of occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the grievant and the Superintendent within ten (10) work days after receipt of the grievance.
  - (c) Third Step  
In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within ten (10) work days of the principal's written decision at the second step, a copy of the grievance with the Superintendent.

Within ten (10) work days after such written grievance is filed, the aggrieved and Superintendent or Superintendent's designee shall meet to resolve the grievance. The Superintendent or Superintendent's designee shall file an answer within ten (10) work days of the third-step grievance meeting and communicate it in writing to the grievant and the principal.

(d) Fourth step.

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grievant to the Superintendent within thirty (30) days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two (2) parties within seven (7) days after said notice is given. If the two (2) parties fail to reach agreement on an Arbitrator within seven (7) days, the Public Employment Relations Board (PERB) will be requested to provide a panel of seven (7) arbitrators. The two (2) parties will alternately strike one (1) name at a time from the panel until only one (1) shall remain. The remaining name shall be the arbitrator. The decision of the Arbitrator will be binding on the parties.

Expenses for the Arbitrator's services shall be borne equally by the School District and the Association unless an individual grievant has chosen to adjust a grievance without Association help. In this case expenses shall be borne equally by the School District and the grievant.

The Arbitrator shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. The Arbitrator's authority shall be strictly limited to deciding only the issue or issues presented in writing by the School District and the Association, and the decision must be based solely and only upon the Arbitrator's interpretation of the meaning or application of the express relevant language of the Agreement.

Section 4. If the Association or any employee files any claim or complaint in a legal tribunal other than a grievance arbitration hearing, then the School District shall not be required to process the same claim or set of facts through the grievance procedure.

Section 5. The accepted form for filing grievance is found in Article XVIII - schedule C - of this Agreement.

## ARTICLE V

### EMPLOYEE EVALUATION

- Section 1. Definitions (a) evaluation--a written document that becomes part of the employee's file.  
(b) formal observation--a classroom visit that is part of the process to formulate an evaluation.
- Section 2. The classroom teaching performance of regular full-time first (1st) and second (2nd) year classroom teachers shall be formally observed for at least thirty (30) minutes per observation a minimum of twice each school year as part of their annual evaluation. Nothing in this article will be deemed to restrict the District's authority to evaluate an employee more than any minimums herein contained. First (1<sup>st</sup>) and second (2<sup>nd</sup>) year teachers will prepare a portfolio that demonstrates proficiency in the 42 competencies.
- Section 3. The evaluation procedure for teachers beyond their 2<sup>nd</sup> year of service will be the following: Teachers will develop an Individual Career Development plan (Professional Growth Plan). At the end of each school year, teachers will meet with an administrator to discuss progress on the Individual Career Development plan. Beyond their second (2<sup>nd</sup>) year of service, classroom teachers may be formally observed for at least thirty (30) minutes per observation and evaluated as deemed practical and possible by the Administration. After a formal observation the third year, the teacher will have a Comprehensive Performance Review.
- Section 4. Evaluation of the formal classroom observations provided in Section 1 above shall be in writing and signed by both the evaluator and the teacher. Signatures indicate awareness of evaluation and shall not be interpreted to mean agreement with evaluation.
- Section 5. The evaluation shall identify all of the observed deficiencies. If deficiencies are identified the evaluator shall provide the employee with a plan of remediation, with an appropriate timeline as designated by the administration, which shall be followed to eliminate the observed deficiencies. Following remediation, re-evaluation shall be accorded the employee in compliance with the procedures of the Article.
- Section 6. The evaluator shall have a meeting with the teacher within five (5) school days following the final classroom observation and prior to the submission of the written evaluation report to the Superintendent.
- Section 7. All evaluation processes of classroom teaching performance of a classroom teacher shall be conducted openly and with full knowledge of the teacher.
- Section 8. This Article deals with but a single method of teacher evaluation, i.e., evaluation of classroom teaching performance. Nothing in this Article is to be construed as precluding evaluation of teachers by open observations and/or investigations whatsoever as deemed appropriate by the administration of the school district.
- Section 9. The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in his/her personnel file.
- Section 10. An employee who has been evaluated has the right to grieve that said evaluation is inaccurate, is not based upon the evaluation criteria, or is in violation of procedures in this Article through the grievance procedure as set forth in this Agreement.

An arbitrator's review in an evaluation grievance shall be limited to deciding whether the evaluator's rating or statement is arbitrary, capricious or without basis in fact. An arbitrator's remedy in an evaluation grievance shall be limited to correcting or expunging the contested rating or statement if it is deemed arbitrary, capricious or without basis in fact.

## ARTICLE VI

### REDUCTION OF STAFF

- Section 1. Any employee covered under this Agreement whose contract is to be terminated will be notified of this Administrative decision prior to the issuing of contracts for the upcoming school year.
- Section 2. Staff reduction shall occur within the categories. A teacher's category will be determined by the teacher's current teaching assignment. For those teachers who have current assignments in more than one category, their category will be determined by the category that contains the majority of their assignment. If a teacher's current assignment does not have one category that has more assignments than the others, then that teacher will choose his/her category when the assignment is received.
- a. Pre-kindergarten, elementary classroom teachers, grades K through 6, Title One (remedial reading and remedial math)
  - b. K-12 Special Education
  - c. K-12 Physical Education
  - d. K-12 Vocal Music
  - e. K-12 Nurse
  - f. K-12 Librarian
  - g. K-12 Art
  - h. K-12 Foreign Language
  - i. K-12 Instrumental Music
  - j. 7-12 English
  - k. 7-12 Social Studies
  - l. 7-12 Math
  - m. 7-12 Agriculture
  - n. 7-12 Home Economics
  - o. 7-12 Industrial Education
  - p. 7-12 Business Education
  - q. 7-12 Journalism
  - r. 7-12 Science
  - s. 7-12 Counselor
- Section 3. Seniority shall be the basis for reduction within the categories. Seniority shall mean length of continuous, bargaining unit, contract service in the District from the first scheduled day of work. The Superintendent will provide the Association a seniority list on or before September 30.
- Section 4. Nothing in this Agreement shall deprive the Board of Directors of its right, to determine whether, or to what extent, a reduction in staff is to be implemented.
- Section 5. Employees shall be recalled to vacant positions as defined by Article VII "Transfer" for which the employee is properly certified. Recall right shall extend for two (2) years from the effective date of layoff (June 30 of the year of layoff).
- Recall Rights shall be defined as follows:
- (a) The employee(s) who was released shall be automatically hired to fill the vacancy if he/she is qualified and if employment is desired.
- Section 6. An employee who has been reduced to a part-time position shall have recall rights to any full time position on the same basis as a fully laid-off employee.
- Section 7. Upon recall, employees shall be credited with all seniority and related benefits which has been earned prior to layoff and which remain in effect for other employees.



## ARTICLE VII

### TRANSFERS

- Section 1. A transfer is defined, as the movement of an employee "between buildings as well as movement within buildings" to a different job classification (i.e. elementary teacher, secondary teacher, special area teacher, guidance counselor or librarian), grade level (elementary only), department area (secondary only), or from secondary to elementary or vice versa.
- Section 2. A vacancy is defined as a position as defined by Administration which it desires to fill.
- Section 3. Prior to May 1st, the Administration upon knowledge shall post vacancies for the following year and interested employees shall have the right to apply for such vacancies for ten (10) days from posting. For vacancies occurring subsequent to May 1st, for the following year, interested employees shall pre-file requests prior to May 1st, designating their area of interest. Mid-year vacancies can be filled at the discretion of Administration. Transfer requests will be effective for only one (1) year.
- Section 4. The administration shall fill vacancies based upon the best interests of the school system. The Administration shall not involuntarily transfer an employee for arbitrary or capricious reasons. If voluntary or involuntary transfer decisions are grieved, the arbitrator shall be limited to a review of whether the decision was arbitrary or capricious.

## ARTICLE VIII

### LEAVES

#### ILLNESS

Certified personnel shall be granted leave of absence for personal illness or injury with full pay for one hundred five (105) days accumulated as follows:

1st year of employment.....	10 days
2nd year of employment.....	11 days
3rd year of employment.....	12 days
4th year of employment.....	13 days
5th year of employment.....	14 days
6th and subsequent years of employment.....	15 days

At the conclusion of each school year, the District shall inform each employee as to the number of leave days used during the year, and the number being accumulated for use in the following year.

#### FAMILY ILLNESS

Certified personnel shall be permitted to use one-third (1/3) of their cumulative sick leave days for illness of the following members of their immediate family: spouse, children, mother and father. Five (5) days of this cumulative sick leave per year may be used each year for the illness of extended family members. Extended family members shall be defined as brother, sister, grandparents of employee and spouse, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law and daughter-in-law.

#### PROFESSIONAL LEAVE

Two (2) days per year (accumulative to three (3) days), will be granted for educational purposes such as professional meetings, conferences, clinics, workshops, state championships in coaching area, subject to the Superintendent's approval. The Superintendent has the authority to increase the length of the professional leave.

#### FUNERALS

Four (4) days emergency leave may be granted by the Superintendent, or Superintendent's designee, in each case of death in the immediate family. Immediate family is to include: spouse, children, mother, father, brother, sister, grandparents, and grandchildren of either husband or wife. In exceptional cases, the Superintendent has the authority to increase the length of the emergency leave.

One (1) day emergency leave may be granted by the Superintendent, or Superintendent's designee, in each case of death of an extended family member or friend. In exceptional cases, the Superintendent has the authority to increase the length of the emergency leave.

Funeral leave is not cumulative.

#### PERSONAL

Certified personnel shall be granted three (3) days of personal leave each year, to be granted upon request. This day will not be taken the day after holidays and vacations. No more than four (4) teachers using personal leave may be absent from the District on one day. Teachers will be reimbursed the single daily rate of a substitute for each unused personal day. Personal days are not cumulative. In exceptional cases the Superintendent has the authority to increase the number of days granted.

### JURY DUTY

In the absence of extraordinary circumstances, teachers in the school system may be excused for jury duty. In order that no teacher shall suffer financial loss because of such absence, the difference between their normal salary and the compensation received for jury duty shall be paid.

### ASSOCIATION LEAVE

The employee(s) may be granted up to a total of five (5) days leave with pay per year for the purpose of conducting Association business. The Association will reimburse the District for the cost of substitute teacher's used to replace employee(s) using such leave.

### ABSENCE WITHOUT PAY

Absence without pay may be authorized by the Superintendent, or Superintendent's designee, for purposes which he/she considers urgent and necessary. For such absences, deductions from the employee's salary will be made in accordance with the School District's pay deduction regulations. The employee shall make application for authorization at least ten (10) days in advance of the occurrence, or if advance application is not possible, not later than ten (10) days after the occurrence. The Superintendent or Superintendent's designee decision shall be final and not subject to the grievance procedure.

### FAMILY MEDICAL AND EXTENDED LEAVE ACT

The provisions of the Family and Extended Leave Act are hereby incorporated into this Agreement by this reference. This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement.

### SICK LEAVE SEVERANCE PAY

An employee who has been employed by the district for a minimum of ten (10) years and attained the minimum age of fifty-five (55) will be given severance pay according to the following provisions:

- a. Severance pay applies only to full-time employees who retire from the district at a minimum age of fifty-five (55) and a minimum of ten (10) years of service to the district. An employee terminated or under the proceedings of termination in Chapter 279.13 of the Iowa Code is not eligible for this benefit.
- b. Severance pay shall be Twenty Dollars (\$20.00) for each unused sick leave day accumulated in the district with a maximum of 105 days accumulated.

## ARTICLE IX

### SCHOOL CALENDAR AND EMPLOYEE WORK HOURS

- Section 1. The Board of Education shall set the normal work day starting and quitting times which shall not exceed eight (8) hours in duration. On Fridays, days preceding holidays, vacation periods, and on days of early dismissal due to inclement weather, employees shall be allowed to leave at the close of the student day. Additional hours or parts of hours may be required by school administrators for meetings or responsibilities assigned. When possible, adequate notice and agenda for such meetings will be given.
- Section 2. All employees with assignments outside of the normal work day must remain with their assignment until all students for which they are responsible have left the building.
- Section 3. Employees covered by this Agreement will receive five (5) paid holidays as designated on the Board of Education adopted school calendar. The Association will provide input to the school calendar, but final determination of the school calendar resides with the Board.
- Section 4. No employee shall be required to perform any duties on any of the paid holidays.
- Section 5. All employees covered by this Agreement will choose three (3) service events beyond regular day from a schedule provided by the Administration and will be compensated with two (2) free activity passes for use by the employee. No employee will be required to work more than three (3) service events per school year. Employees will select service events in seniority order, beginning with the most senior employee.

## ARTICLE X

### EMPLOYMENT AND ASSIGNMENT

Each employee shall be given written notice of his/her salary schedule placement, class and/or subject assignments and room assignments for the forthcoming year with every attempt made to do so before the final day of the current school year.

The Superintendent shall assign all newly appointed personnel to their specific positions within that subject area and/or grade level for which the Board has appointed them. The Superintendent shall give notice of assignment as soon as practicable.

## ARTICLE XI

### IN-SERVICE EDUCATION

- Section 1. In-service days are non-teaching days designed for professional growth for the purpose of carrying out the District's priorities and goals.
- Section 2. In-service days will be included in the regular in-school work year.
- Section 3. In-service program content shall be arrived at by the following procedure;
- (a) An in-service committee shall be formed by including the Superintendent, building principals and two (2) teachers from each educational group (elementary, middle school, and high school). Selection to the committee from the bargaining unit will be made by the Association.
  - (b) The In-service Committee shall assist the administration in organizing, scheduling, and conducting all in-service committee meetings in a manner that does not interfere with the regular educational program and within the boundaries of the Board adopted Staff Development Plan. The final meeting agenda shall be established by the administration.
  - (c) The In-service Committee shall assist the administration in determining the content, delivery and scheduling of the five (5) in-service days for each school year.
  - (d) Planning for in-service shall be for the school year following the contract year.
  - (e) The committee shall complete its task and present a recommendation by the regular May Board of Education meeting or surrender its authority to recommend for the coming year at that time.

## ARTICLE XII

### INSURANCE

#### DISABILITY INCOME PROTECTION

The payment of the single contracted premium for Disability Income currently in effect in the Southern Cal Community Schools will be limited to those employees who are full-time employees, who work nine (9) months or more, and who work a minimum of twenty (20) hours per week. In the event that both man and wife are employees of the school district, each would be entitled to the benefits, provided they both meet all requirements.

#### HEALTH INSURANCE

The payment of the single contract premium for hospital and major medical insurance currently in effect in the Southern Cal Community Schools will be limited to those employees who are full-time employees, who work nine (9) months or more and who work a minimum of twenty (20) hours per week and pro-rated based upon full time equivalent (FTE) for new employees contracted for the start of the 2005-2006 school year and thereafter. In the event that both man and wife are employees of the school district, each would be entitled to the benefits, provided they both meet all requirements. and pro-rated based upon full time equivalent (FTE) for new employees contracted for the start of the 2005-2006 school year and thereafter.

All employees will be covered under the plan as designated by the Board of Directors.

A married employee who is provided coverage under a spouse's medical plan may receive additional salary in lieu of single medical coverage. Said amount of additional salary per month shall be one hundred dollars (\$100.00) per month.

#### LIFE INSURANCE

The Board will provide a group life insurance program for all eligible employees. Benefits include twenty thousand dollars (\$20,000.00) life payment, plus an accident death and dismemberment schedule. Coverage is limited to those employees who are full-time employees, who work nine (9) months or more, and who work a minimum of twenty (20) hours per week.

#### DENTAL INSURANCE

The Board will provide a group dental insurance program for all eligible employees. Coverage is limited to those employees who are full-time employees, who work nine (9) months or more, and who work a minimum of twenty (20) hours per week.

#### COVERAGE AND CARRIER

Changes in coverage must be jointly approved by the Board and the Association. Changes of the carrier must be jointly approved by the Board and the Association.

The Board and the Association by joint committee will conduct a continuous investigation of carriers which might mutually benefit both the Board and Association.

## ARTICLE XIII

### DUES CHECK-OFF

#### AUTHORIZATION

Any employee who is a member of the Association may request a deduction of association dues upon the member's written request presented to the Secretary of the Board on or before September 1st. The authorization must be renewed each school year. No authorization for Dues Deduction will be accepted after September 1st.

#### DEDUCTION PLAN

With proper authorization, the Board Secretary will deduct one-eighteenth (1/18) of the total dues from each paycheck, commencing with the first (1st) September paycheck, and continue such deduction until the dues are paid in full.

#### TERM OF DEDUCTION

The term of the deduction can be shortened as defined in Section 9 of Chapter 20 by giving the Secretary of the Board not less than thirty (30) days notice in writing.

#### PAYMENT TO ASSOCIATION

The Board will make payment of withheld dues to the Association monthly, September through May, of each year of this Agreement.

#### DEFINITION

The term "dues" shall include only that annual charge made for membership in the Association and shall not be interpreted to include special assessment, initiation fees, back dues, fines, or other similar items.

#### INDEMNIFICATION

The Association agrees to indemnify and hold harmless the Board, each individual member of the Board, its' Secretary, and all administrators against any and all claims, costs, suits, or other forms of liability and all court costs arising out of the application of the provisions in this Agreement.



## ARTICLE XIV

### OTHER PAYROLL DEDUCTIONS

Upon written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for any plans or programs jointly approved by the Association and Board. Payroll deduction programs currently in effect will continue and not require any additional Board approval. All requests for deductions shall be submitted to the Board Secretary no later than September 1st of any school year.

Family insurance coverage is available at the employee's expense and may be deducted from gross pay or as a salary reduction agreement under Section 125 of the Internal Revenue Code. This coverage is in addition to the health insurance coverage referred to in Article XII, and the payroll deduction is available to those employees who are full-time employees, work nine (9) months or more, and who work a minimum of twenty (20) hours per week. At the request of the employee, family coverage health insurance premiums may be deducted from payroll under Section 125 of the Internal Revenue Code. Said deduction request must be made to the Board Secretary by June 1 of the current year or when applying for first-time coverage. The health insurance plan year commences July 1 of the current year. Under a Section 125 agreement the deduction for family plan is a reduction in salary and can only be changed at the beginning of any plan year or upon change in the employee's family status.

## ARTICLE XVI

### UNIT SALARY SCHEDULES

- Section 1. When a teacher advances from one (1) classification to another, they will move horizontally and down one (1) step, the exception being of a teacher who is at the maximum of his/her classification. In this case he/she will move horizontally across the schedule.
- Section 2. To receive credit for Master's Degree, the Master's Degree must be in one (1) of the areas in which the teacher is employed. Any courses approved and accepted by the Department of Education for recertification will be accepted by the Board for credit toward movement from the B.A. classification to the B.A.+15 classification. No credit will be accepted by the Board for movement beyond the B.A.+15 classification except that which is specifically required by the Department of Education or administratively approved.
- Section 3. The District may initially place any incoming employee on the educational and experience step for which the employee qualifies, except that a teacher with no previous experience may be placed on step one (1) of the educational lane.
- Section 4. All salary schedule obligations will be paid on a twenty-four (24) payment system and will be paid on the fifth (5th) and twentieth (20th) of each month; the first (1st) payroll will be issued on the fifth (5th) day of September of the current school year. If the fifth (5th) or the twentieth (20th) falls on a Saturday or Sunday, payroll will be issued on the preceding Friday.
- Section 5. After the date established for the return of contracts for the coming school year, the Board may release a teacher from a contract prior to May 31st. If a teacher is released from a contract prior to May 31st, no penalty will be imposed by the Board.
- Section 6. All employees who qualify to move horizontally on the salary schedule must notify the Board Secretary and supply proper documentation by September 1st of the applicable school year of their eligibility to move. Failure to provide proper notification and documentation shall result in the employee forfeiting their right to move on the schedule.
- Section 7. Whenever a part-time certified employee is requested to serve as a substitute in a single position for a term of twenty (20) or more consecutive days, pay shall be according to position on the salary schedule.

ARTICLE XVII

COMPLIANCE AND DURATION

COMPLIANCE

If any provisions or application of this Agreement are held to be contrary to law, then such provision or application shall not be deemed valid, except to the extent permitted by law. All other provisions or applications shall continue in full force and effect.

Whenever any notice is required to be given by either of the parties to this Agreement to the other, either party shall do so by letter or in person at the following designated addresses or at such other address as may be determined by a party in written notification of the other party. If by the Association, to the Board at:

Office of the Superintendent  
Southern Cal Community Schools  
709 West Main  
Lake City IA 51449

If by the board, to the Association at:

President, Southern Cal Education Association  
Southern Cal Community Schools  
709 West Main  
Lake City IA 51449

It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the school district and the Board of Directors which are not specifically limited by the express language of this Agreement are retained by the Board; provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

DURATION

The duration of this Agreement, in its entirety, will extend from July 1, 2007 to June 30, 2008.

In witness thereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their chief negotiators and their signatures placed thereon, all on the 28th day of March, 2007.

Southern Cal Education Association  
Association

Southern Cal Community School District  
Board of Education

By Lynne Gentry President

By Jim A. Brown President

By Wade Voith Negotiator

By L. H. Wood Superintendent

## ARTICLE XVIII

### EXTENDED CONTRACTS AND SUPPLEMENTAL PAY

- Section 1. The Southern Cal Community School Salary Schedule with vertical experience steps and horizontal education steps shall be labeled "A" for clear identification.
- Section 2. The Southern Cal Community School Activity Schedule with specific activity assignments shall be labeled "B" for clear identification.
- Section 3. Compensation for Activity Schedule B must be validated by individual contract, Board of Education approval, or written Administrative task assignment.
- Section 4. Schedule A duties and Schedule B duties will always be considered separately.
- Section 5. All areas of Board adopted plans like curriculum development and staff development will be handled as special plans and task assignments, not related to Schedule A.
- Section 6. Employees covered by this agreement who are hired for service extending beyond the board adopted calendar year for general classes have their wages computed on a one hundred ninety (190) day contract schedule. Extended contracts will be paid a portion of one hundred ninety (190) days. (Each day of extended contract is 1/190 of their teaching salary.)

2007-2008 SCHEDULE A  
\$24,000.00 BASE

STEP	RN		RN WTE		BA		BA+15		B.A.+30		M.A.		M.A.+15	
0	0.84	\$20,160	0.87	\$20,880	1.000	\$24,000	1.040	\$24,960	1.080	\$25,920	1.100	\$26,400	1.130	27,120
1	0.88	\$21,120	0.91	\$21,840	1.040	\$24,960	1.080	\$25,920	1.120	\$26,880	1.140	\$27,360	1.170	28,080
2	0.92	\$22,080	0.95	\$22,800	1.080	\$25,920	1.120	\$26,880	1.160	\$27,840	1.180	\$28,320	1.210	29,040
3	0.96	\$23,040	0.99	\$23,760	1.120	\$26,880	1.160	\$27,840	1.200	\$28,800	1.220	\$29,280	1.250	30,000
4	1.00	\$24,000	1.03	\$24,720	1.160	\$27,840	1.200	\$28,800	1.245	\$29,880	1.265	\$30,360	1.295	31,080
5	1.04	\$24,960	1.07	\$25,680	1.200	\$28,800	1.245	\$29,880	1.290	\$30,960	1.310	\$31,440	1.340	32,160
6	1.08	\$25,920	1.11	\$26,640	1.240	\$29,760	1.290	\$30,960	1.335	\$32,040	1.355	\$32,520	1.385	33,240
7	1.12	\$26,880	1.15	\$27,600	1.280	\$30,720	1.335	\$32,040	1.380	\$33,120	1.400	\$33,600	1.430	34,320
8	1.16	\$27,840	1.19	\$28,560	1.320	\$31,680	1.380	\$33,120	1.425	\$34,200	1.445	\$34,680	1.475	35,400
9	1.20	\$28,800	1.23	\$29,520	1.360	\$32,640	1.425	\$34,200	1.470	\$35,280	1.490	\$35,760	1.520	36,480
10	1.24	\$29,760	1.27	\$30,480	1.400	\$33,600	1.470	\$35,280	1.510	\$36,240	1.535	\$36,840	1.565	37,560
11	1.28	\$30,720	1.31	\$31,440	1.440	\$34,560	1.510	\$36,240	1.550	\$37,200	1.575	\$37,800	1.605	38,520
12	1.32	\$31,680	1.35	\$32,400			1.550	\$37,200	1.590	\$38,160	1.615	\$38,760	1.645	39,480
13	1.36	\$32,640	1.39	\$33,360			1.590	\$38,160	1.630	\$39,120	1.655	\$39,720	1.685	40,440
14	1.40	\$33,600	1.43	\$34,320			1.630	\$39,120	1.670	\$40,080	1.695	\$40,680	1.725	41,400
15											1.735	\$41,640	1.765	42,360

**YEARS OF EXPERIENCE**

	<u>0.00</u>	<u>1.00</u>	<u>2.00</u>	<u>3.00</u>	<u>4.00</u>	<u>5.00</u>	<u>6.00</u>	<u>7.00</u>	<u>8.00</u>	<u>9.00</u>	<u>10.00</u>
Head Football	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Head Wrestling	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Head Basketball	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Head Baseball	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Head Softball	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Head Track	10.00	10.20	10.40	10.60	10.80	11.00	11.20	11.40	11.60	11.80	12.00
Head Volleyball	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Head Cross Country (B & G)	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Head Golf	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Asst. Football	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Asst. Wrestling	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Asst. Basketball	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Asst. Baseball	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Asst. Softball	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Asst. Track	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Asst. Golf	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00
Asst. Volleyball	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60	9.80	10.00
Jr High Boy's Basketball	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Girl's Basketball	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Track	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Volleyball	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Football	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Wrestling	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Baseball	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Softball	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00
Jr High Vocal Music	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00
Elem Vocal Music	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00
Chaperone (Girl's BB)	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Instrumental Music	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Instrumental Music (5-8)	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00
Vocal Music	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Speech	12.00	12.20	12.40	12.60	12.80	13.00	13.20	13.40	13.60	13.80	14.00
Annual	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00
Student Council Advisor	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00
Drama Productions (per production)	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00
Cheerleading (per sport/per season)	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00
Academic Decathlon	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
National Honor Society	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00
FCCIA	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00
Prom Sponsor	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00

Academic Contests-Middle School  
and High School.....up to \$250.00 per area of competition. These positions will be applied for.

SCHEDULE C  
GRIEVANCE REPORT

SOUTHERN CAL COMMUNITY SCHOOL DISTRICT PERB# \_\_\_\_\_

\_\_\_\_\_  
Name of Grievant

DISTRIBUTION OF FORM

1. Employee
2. Appropriate Supervisor
3. Superintendent
4. Association

A. Date grievance occurred \_\_\_\_\_

B. Section(s) of Contract grieved \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

C. Statement of Grievance \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

D. Relief Sought \_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

E. Disposition by Principal or Immediate Supervisor \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Principal or  
Immediate Supervisor

\_\_\_\_\_  
Date

THIRD STEP

A. \_\_\_\_\_  
Signature of Grievant Date received by Supt. or Designee

B. Disposition by Superintendent or Designee \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Superintendent or Designee Date

+++++

A. \_\_\_\_\_  
Signature of Grievant

B. \_\_\_\_\_  
Date submitted to Arbitration Date received by Arbitrator

C. Disposition and Award of Arbitrator \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Arbitrator Date of Decision